

City of Greenfield, City Hall
Attn: Human Resources
599 El Camino Real
Greenfield, CA 93927
831-674-5591



Greenfield, California

City of Greenfield is accepting applications for
Police Sergeant

\$113,464 - \$139,547/Annually



Police Sergeant

The City of Greenfield is looking for a new Police Sergeant. Under direction of the Chief of Police and/or Captain, the sergeant plans, schedules, organizes, supervises, reviews and evaluates the work of police officers and professional staff; trains sworn staff and provides for their professional development; provides administrative and budgetary support to the Chief of Police; and performs related work as required. This position is responsible for planning patrol and public service activities and for assisting in various administrative areas. While the Sergeant may respond to calls for service, the primary responsibilities are supervisory, including the coordination of activities with those of other City departments and law enforcement agencies.

About the Department

The Police Department has twenty-five (25) sworn officers, and eight (8) Professional personnel. The current authorized staffing is one (1) Chief, one (1) Captain, five (5) Sergeants, and eighteen (18) Police Officers. Those sworn positions are supported by one (1) Administrative Assistant, one (1) Records Supervisor, one (1) Records Technician, one (1) Property and Evidence Technician, one (1) Animal Control Officer, one (1) Code Enforcement Officer, one (1) Community Service Officer, and one (1) part time Crime Scene Investigator. The department services include patrol, investigations, vehicle abatement, records and animal control. The Department participates and has officers assigned to a Regional Major Crimes Unit and School Resource Officer program. The Police Department has a 2010/2020 operating budget of approximately \$3.1 million.

About the City

The City of Greenfield has approximately fifty-five (55) employees, and several seasonal workers, part-time/temporary workers and volunteers, police reserves. This full-service City has a 2019/2020 operating budget of \$8.5 million. The City is a full-service city and consists of the following departments: City Manager's Office, Police, Fire, Community Development, including Planning, Engineering, Building and Public Works, Recreation and Cultural Services, Finance, City Clerk, and Human Resources and Risk Management.

Community Attributes

Incorporated in 1947, the City of Greenfield (pop 17,930) is in the heart of the Salinas Valley, formed by the Gabilan Mountains range to the east and the Santa Lucia Mountains range to the west. Greenfield is, approximately 135 miles south of San Francisco, 95 miles south of San Jose and 60 miles north of Paso Robles. According to the United States Census Bureau, the city has a total area of 2.1 square miles (5.4 km²), all of it land.

The City is surrounded by a variety of agricultural lands; however, the city is closely surrounded by several vineyards. The J. Lohr Winery is located within the city limits. The City has also issued operating permits to several Cannabis producers which has brought in over \$1 million in the form of development fees and permits to general fund revenue budget in the current FY budget alone.

The climate for Greenfield is moderate with average temperatures around 40 degrees in winter and about 70 degrees in summer. High temperatures may reach the low 90s during mid-summer. Most rain falls between October and March; there are 14-20 inches of rain annually.

- Several new development projects are planned, permitted or have broken ground recently related to retail, travel and housing.
- The Yanks Air Museum and Airport is continuing with construction
- A new downtown redevelopment plan is underway

Police Sergeant

Characteristics of the Ideal Candidate

- ◆ Values, encourages and exemplifies organizational diversity
- ◆ Dedicated to community policing
- ◆ Action oriented and outcome-based philosophy
- ◆ Credible and well-respected leadership
- ◆ Progressive and innovative management approach
- ◆ Aware of basic human relations and group dynamics
- ◆ Decisive, proactive and effective decision maker
- ◆ Fiscally conscious and resourceful
- ◆ Technology oriented and aware of modern information and communication systems
- ◆ Perceptive and able to anticipate and prepare for change
- ◆ Team player, able to build and lead effective teams, knows when to follow and how to lead
- ◆ Views issues from an organizational perspective
- ◆ Effectively manages law enforcement personnel matters
- ◆ Responds to issues with a broad leadership perspective
- ◆ Effective and straight-forward communicator, both orally and in written form

Minimum Qualifications:

Any combination of training and experience which would provide the required knowledge and abilities. A typical way to obtain this knowledge and ability would be:

Education: Equivalent to graduation from high school, completion of an accredited police academy and three years as a sworn law enforcement officer. College degrees in criminal justice or a related field is desirable.

Licenses/Training Certificates:

- Possession of an appropriate valid California Motor Vehicle Driver's license and safe driving record necessary to operate assigned vehicles.
- Possession of P.O.S.T. Intermediate certification.
- Any of the following are preferred: Possession of P.O.S.T. Supervisory Certificate or completion of the Supervisory Leadership Institute (SLI).

Experience: Three (3) years of progressively responsible sworn law enforcement experience in a law enforcement agency.

Compensation and Benefits:

The salary for this position will be dependent upon qualifications and experience.

Compensation: \$9,455 - \$11,629 /Monthly
\$113,464 - \$139,547 Annually

Benefits:

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|---|---|
| ◆ PERS Pension 2% @ 50 for Classic Members | ◆ 2.5% Bilingual Pay |
| ◆ PERS Pension 2.7% @ 57 for PEPRA Members | ◆ Paid Holidays and Compensatory Time Off |
| ◆ Dental/Vision Insurance Coverage – City Paid | ◆ \$1,320 Annual Uniform Allowance |
| ◆ Anthem Blue Cross PPO Health Dual Coverage Plan | ◆ POST Intermediate and Advanced or Education Pay incentive |
| ◆ Life Insurance – \$50,000 basic - City Paid (Additional Life Insurance Available) | ◆ Service Weapon Purchase Program |

Police Sergeant

APPLICATION AND SELECTION PROCESS

APPLY IMMEDIATELY

To be considered for this dynamic career opportunity, submit an original, completed and signed City of Greenfield application and Personal History Questionnaire (PHQ) with a current resume and cover letter summarizing your qualifications to:

City of Greenfield, City Hall
Attn: Nina Aguayo, Human Resources
599 El Camino Real
Greenfield, CA 93927

The application packet can be scanned and emailed to naquayo@ci.greenfield.ca.us.

To obtain an application and PHQ visit the City's website: www.ci.greenfield.ca.us, visit City Hall, or call Human Resources at 831.674.5591. Resumes will not be accepted in lieu of an original and official City of Greenfield employment application.

FILING DEADLINE

Deadline to apply is February 28, 2020 @ 5:00 PM PST

RECRUITMENT AND EXAMINATION PROCESS

Application Materials – Evaluation Test

Applications will be evaluated based on the required employment standards for this classification. Additional information included in the application, resume and cover letter which is directly related to the position may also be considered.

Assessment Center

A day-long assessment center is expected to be scheduled.

The City reserves the right to modify the selection process and/or revise the tentative examination schedule at any time.